

School Nursing/Health Services- What every school nurse would like you to understand

Louise Wilson, MS, BSN, RN, NCSN

School Nursing/ Health Services Consultant
WI Department of Public Instruction

October 9, 2018



WISCONSIN DEPARTMENT OF
PUBLIC INSTRUCTION

Tony Evers, PhD, State Superintendent

Disclaimer- Louise Wilson

Contract

The purpose of this contract is to ensure that the client understands the nature and scope of the marketing strategy and the services provided by the marketing agency. This contract is a legal document and should be read carefully before signing. It is intended to protect the interests of both parties and to ensure that the marketing agency is held accountable for the results of the marketing strategy.

The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided. The marketing strategy is a key document in the marketing process and should be read carefully before signing.

The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided. The marketing strategy is a key document in the marketing process and should be read carefully before signing.

(1) It is the purpose of this contract to ensure that the client understands the nature and scope of the marketing strategy and the services provided by the marketing agency. This contract is a legal document and should be read carefully before signing.

(2) The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided.

(3) The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided.

(4) The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided.

(5) The marketing strategy is a plan of action designed to achieve the client's marketing objectives. It is a document that outlines the client's marketing goals, the marketing agency's role, and the services provided.

Signature 1



What School Nurses Want You to Understand

- You cannot educate a student who is not healthy
- What the Nurse Practice Act means to them
- Principles of delegation school nurses are bound to follow
- How the state medication law really works
- School Nurses ARE mental health professionals*



Essential Laws

[Chapter PI 8 SCHOOL DISTRICT STANDARDS
\(standard g\)](#)

[Chapter 441: Wisconsin Nurse Practice Act](#)

[Chapter N 6: Standard of Practice for Registered
Nurses and Licensed Practical Nurses](#)

[Chapter N 7: Rules or Conduct](#)

[Wisconsin Statute 118.29: Administration of drugs
and emergency care](#)

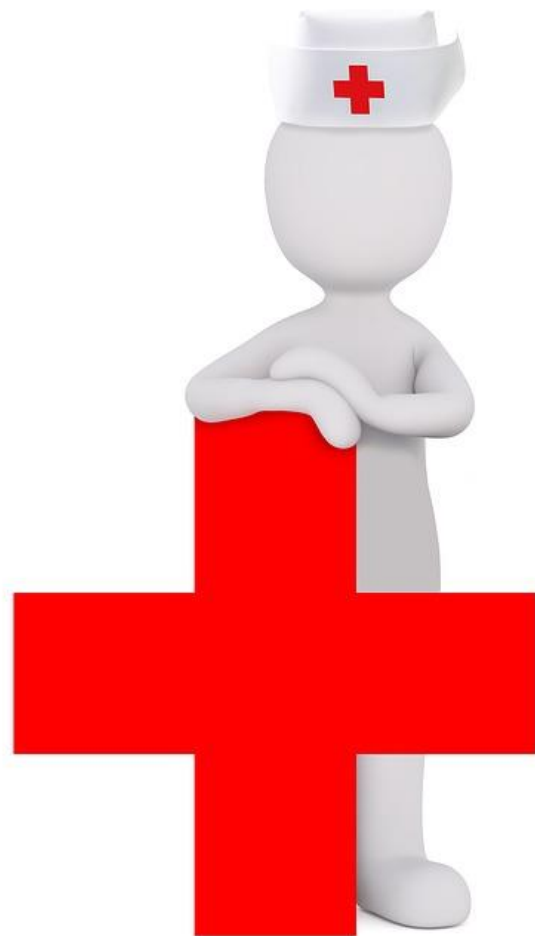


8.01 (2)(g) *Emergency nursing services*



Chapter 441 WI Nurse Practice Act





What is Nursing ?

441.001(3)(a)(a)

PRACTICAL NURSING

441.001(4) (4)

PROFESSIONAL NURSING.



What is Practical Nursing (LPN)? What Can an LPN Do in Schools?

Practical Nursing- LPN

“Simple (nursing) acts”

Works under direction and supervision of registered nurse or physician, podiatrist, dentist or optometrist in performance of acts in BASIC patient situations



What is Professional Nursing ?



Professional Nursing- RN

Uses the nursing process in the maintenance of health, prevention of illness, or care of the ill.

Responsible for supervision of patients and supervision and direction of LPN's and "less skilled assistants."

What is School Nursing?

School nursing, a specialized practice of nursing, protects and promotes student health, facilitates optimal development, and advances academic success. School nurses, grounded in ethical and evidence-based practice, are the leaders who bridge health care and education, provide care coordination, advocate for quality student-centered care, and collaborate to design systems that allow individuals and communities to develop their full potential.

Adopted by the NASN Board of Directors February 2017.



Definition of School Nurse (Wisconsin requirements)



"School nurse" is a Registered Nurse (RN) who has at least a 2-year Associate Degree (ADN-RN) plus a course in Community or Public health Nursing as approved by DPI.

Legal title. Cannot be called "school nurse" unless meets above definition

Essential Laws -Medication

[Wis. Stat. 118.29](#)

Policy

Training

Civil Liability



School Nurse Concerns with Delegation

**School Administrator's
view of delegation**



**School Nurse's
view of delegation**



Licensed (Professional) Nurse Responsibilities

“Any decision to delegate a nursing responsibility must be based on the needs of the patient or population, the stability and predictability of the patient’s condition, the documented training and competence of the delegate, and the ability of the licensed nurse to supervise the delegated responsibility and its outcome, with special considerations to the available staff mix and patient acuity.” (National Council of State Boards of Nursing 2016)

When and What to Delegate



- Basic versus complex nursing care and patient situations
- Supervision

When and What to Delegate

The RN assigns or delegates tasks based on:

needs and condition of the student

potential for harm

stability of the student's condition

complexity of the task

predictability of the outcomes

abilities of the staff to whom the task is delegated

the context of other student needs

Basic Versus Complex Nursing Care and Patient Situations



Supervision Defined

“Direct supervision” means immediate availability to continually coordinate, direct and inspect at first hand the practice of another.

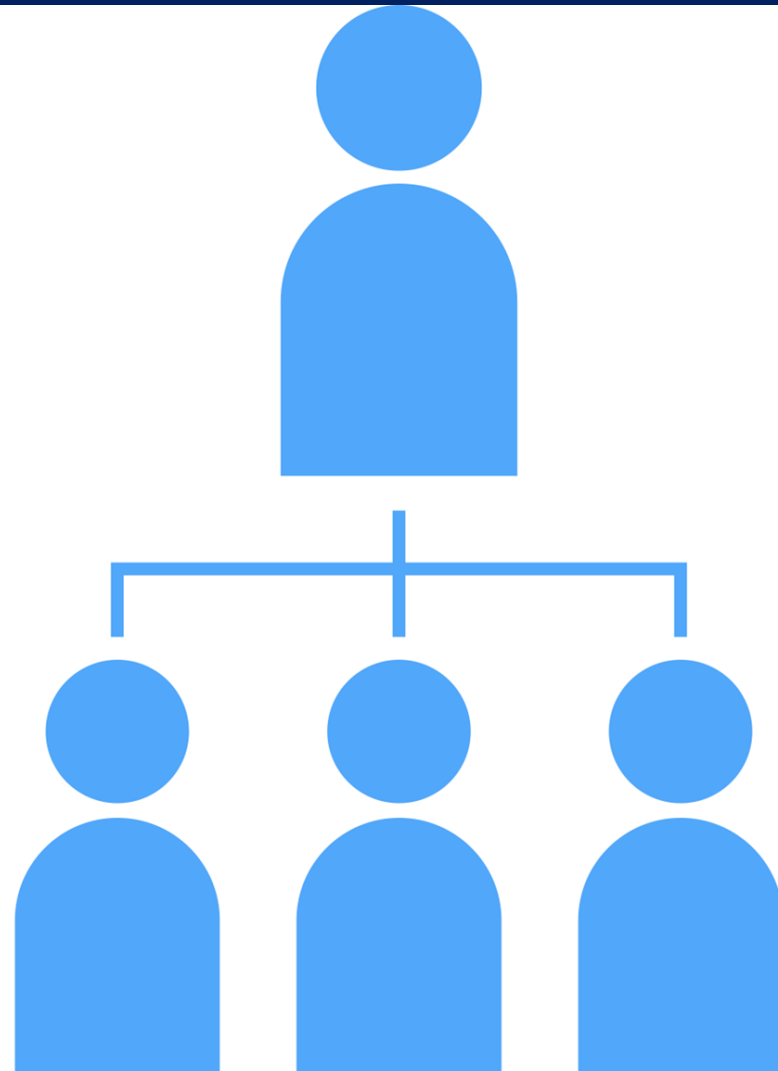
“General supervision” means regularly to coordinate, direct and inspect the practice of another.



Photo by Franck V. on Unsplash

Final Points on Delegation

- **Decision to delegate is based on safety and welfare of the student, not on expediency or cost.**
- School nurse must decide whether a specific nursing task can be legally delegated according to the state nurse practice act.
- School nurse must perform nursing assessment of student and develop plan of care that outlines required nursing services during school hours and school sponsored activities.
- School nurse must determine if UAP is willing and competent to perform the delegated activity correctly, following appropriate training.



How does district determine level of care?

Acuity determinations

- medically complex
- medically fragile
- nursing-dependent



How does district determine level of care?

Medically complex

- chronic, possibly unstable health condition(s)
- requires daily treatment and monitoring
- nurse supervises but can delegate care to other staff
- example student with asthma



How does district determine level of care?

Medically Fragile

- possibility of life-threatening emergency on a daily basis
- example a student on oxygen that has to be titrated depending on their oxygen saturation levels



How does district determine level of care?

Nursing-dependent

- medically fragile students who require 24-hour a day nursing care for survival
- severe health conditions with treatments only an RN can provide, such as patient assessment, intravenous (IV) medication, or deep tracheal suctioning



How does district determine level of care?

- ☐ Medically Fragile
- ☐ Nursing-dependent

Difference between medically fragile and nursing-dependent is defined by the proximity of the nurse to the child.

Decision Grid for Registered Professional Nurses to Delegate*

Task & Specific Patient Combination	Potential for Harm	Complexity of Task	Problem Solving/ Innovation Needed	Unpredictability of Outcome	Level of Interaction Required w/Client	TOTAL

Instructions: This grid can be used to evaluate activities considered for delegation to non-licensed assistive personnel. For the task at hand, consider both the task and the patient involved. Score each risk factor according to this scale (0=none, 1=low, 2=moderate, 3=high). There is a total of a maximum of 15 points. The higher the score, the less likely it is that the registered professional nurse should delegate the task/activity.

**Reprinted with permission of the American Association of Critical Care Nurses.*

Options to Provide Nursing-Dependent or 1:1

District hires nurse (RN or LPN)

Advantages- school district maintains control of duties and supervision.

Disadvantage - what arrangements are required if district hired nurse is ill?

Options to Provide Nursing-Dependent or 1:1

Use Homecare agency or private duty nurse

- a. district contracts independently
- b. arrangement to use existing homecare services

Advantages- responsibility for back up care is agency's, continuity of care, family has more control/increased comfort level.

Disadvantage – district has little or no control over the hiring or qualifications of this individual

District Responsibilities



Photo by rawpixel on Unsplash

School Nurse Responsibilities



Responsibilities

	District Hired “Special Needs” Nurse	Home Agency/Private Duty Nurse	Family Provides Nurse
Mechanism to Provides	Hired by school board	Hired by agency	Hired by family
Responsibilities	Job description	MOU or Contract	MOU
Liability	School board	Agency or individual coverage	Agency or individual coverage
Students served	Individual or small group	Individual or small group	Individual
Funding	IDEIA special Education, High Cost Categorical Aid, and Medicaid School-Based Services	Medicaid School Based Services	??? Medicaid hours included in child’s Medicaid plan
Advantages	District has control over work schedule, workload and qualifications	Agency provides substitute, saves time in hiring process	Continuity of care, agency provides substitute
Disadvantages	Need plan for absences, difficulty finding personnel for limited hours	School has limited control over employee	Not able to use categorical aid for partial funding

Student Health Services Staffing

To optimize student health, safety and learning, it is the position of the National Association of School Nurses that a professional registered school nurse be present in every school all day, every day

Date from 2016-17 Third Friday Count*

- ❑ 422 Wisconsin public school districts
 - 274 public school districts reported data on school nurse
- ❑ 462.85 School Nurse FTE's
 - 582 School Nurses (not FTE's) serving Wisconsin public school students
- ❑ 863,881 public school students
- ❑ 1:1866 school nurse FTE to public school student



* As reported by individual school districts

Date from 2016-17 Third Friday Count*

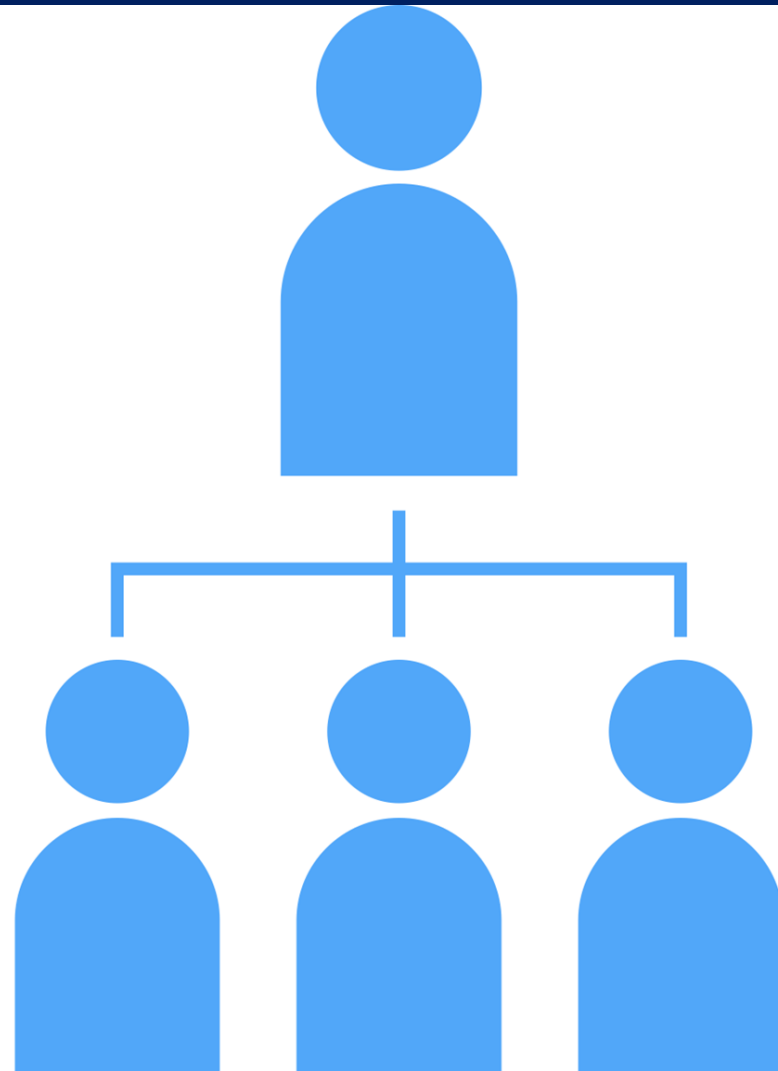
- 170 public school districts did not report any school nurse FTE's
- 985,381 total Wisconsin School students
- Missing data: The number of districts that are using Public Health or Private Health Care Providers is not counted into the nurse: student ratios. DPI only receives information on district-hired school nurses.



* As reported by individual school districts

School Health Services Staffing





Acuity Measurement in Schools



Factors to Consider



- # Of Students with Chronic Health Conditions
- # Medical (Delegated) Procedures
- # Medications Administrated
- # Separate Buildings

- Enrollment
- Travel Time

- *Social Demographics

	RN	LPN	UAP
Basic First Aid and Illness	Yes	Yes	Yes
Medication Administration	Yes, with medical orders (consents)	Yes, with medical orders (consents) under RN supervision	Yes with DPI approved training, administrator authorization, and consents
Perform Medical Procedures	Follows medical order. Acts independently. Supervises LPNs and less skilled assistants.	Supervised by RN. If complex task RN must be onsite.	Only noncomplex procedures. Student specific training and supervision required by RN.
Care plans/ IEPs/504 Plans	Writes all after nursing assessment.	May contribute information but does not initiate	May contribute information. Follows Emergency Action Plan.

School Nursing/Health Services



Questions?



DPI Resources



**1:1 Nursing Services for Students
with Special Health Care Needs**

WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION

- [1:1 Nursing Services for Students with Special Health Care Needs](#)

[High Cost Special Education Aid
Program Guidance](#)

References

- Davis, C. R., (2018). Administrative leadership styles and their impact on school nursing. *NASN School Nurse*, 33(1), 36-39. DOI: 10.1177/194260X1771402
- Lindquist, T. (2017). Medically complex, fragile and nursing-dependent students in the school setting. In Will, S. I. S., Arnold, M.W., & Zaiger, D. S. (Eds.), *Individualized healthcare plans for the school nurse: A comprehensive resource for school nursing management of health conditions* (2nd ed.), (113-128). Forest Lake, MN: Sunrise River Press.
- National Association of School Nurses [NASN] (2005). *Delegation of Care: Overview for the registered nurse practicing in the school setting*. Castle Rock, CO: Author
- National Association of School Nurses [NASN]. (2014). *Delegation, nursing delegation to unlicensed assistive personnel in the school setting (Position Statement)*. Silver Spring, MD: Author. Retrieved at: <https://schoolnursenet.nasn.org/blogs/nasn-profile/2017/03/13/delegation-nursing-delegation-to-unlicensed-assistive-personnel-in-the-school-setting>

References

- National Council of State Boards of Nursing [NCSBN], 2016. National guidelines for nursing delegation. *Journal of Nursing Regulation*, volume 7. Issue 1 April 2016. Retrieved at: www.journalofnursingregulation.com
- Obusek, C. M., Page D. R., Baldassari, K., Palfrey, J. S., & Porter, S. M., The child with special health care needs. In Porter, S. M., Branowicki, P. A., & Palfrey J. S. (Eds.) *Supporting students with special health care needs: Guidelines and procedures for schools*. (3rd ed.), (65-84). Baltimore, MA: Paul H. Brookes Publishing Co.
- Shannon, R. A., Minchella, L., (2015). Students requiring personal nursing care in school. *NASN School Nurse*, 30, (2), 76-80. DOI: 10.1177/1942602X15569781
- Washington State Nurse Care Quality Assurance Commission (2000, Rev. 2005). Staff model for the delivery of school health services. Washington State Office of the Superintendent of Public Education. Retrieved from <http://www.doh.wa.gov/Portals/1/documents/6000/StaffModel.pdf>

CONTACT INFORMATION

Louise Wilson, MS, BSN, RN, NCSN

School Nursing and Health Services Consultant

WI Department of Public Instruction

louise.wilson@dpi.wi.gov

608-266-8857